



Town of Arlington, Massachusetts
730 Massachusetts Ave., Arlington, MA 02476
Phone: 781-316-3000

webmaster@town.arlington.ma.us

Budget Minutes 10/29/2007

The Arlington School Committee
Budget Subcommittee
Monday, October 29, 2007
4:00 PM

Members Present:

Sean Garballey, Chair
Sue Sheffler

Members Absent:

Joe Curran

Also in attendance: Nate Levenson, Barbara Boltz, Deb Terzian, Pearl Morrison, Nancy Sweeney, Elaine MacLachlan, Clare Gordon, Bettie Connors, Miriam Stein, Mary Ronan, Richard Fanning, Steve Pereira, Jacques Duranceau, Peter Etzel, Ann Mathes

The meeting was called to order at 4:13 PM

1. Joint meeting between members of the Budget Subcommittee, members of the Superintendent's Diversity Advisory Committee, and the Arlington Education Association

At 4:13 PM the Budget Subcommittee had a joint meeting with the Superintendent, Superintendent's Diversity Advisory Committee, and the Arlington Education Association. The main issue that came before the joint meeting was how to effectively recruit and hire minority candidates for teaching positions within the Arlington Public Schools. The meeting began with the question of why the Budget Subcommittee would be involved in a meeting focusing on minority recruitment and hiring.

In being able to recruit and hire minority candidates for positions within the Arlington Public Schools it is clear that timing matters. It has been past practice in the Arlington Public Schools, as it is for many school systems, to not do it's hiring until July and August. A couple of years ago the Arlington Public School's began hiring in April in an effort to recruit minority candidates for positions. It is clear that minority candidates are being recruited by school systems earlier and earlier. In an effort to increase commitment and success in the area of hiring minority candidates for positions within the Arlington Public Schools we hope to have an approved budget by March 15, 2008.

The Arlington Public Schools would like to make employment offers to teachers in the middle of March. By approving the FY '09 budget by March 15, the Arlington Public Schools will have a competitive advantage over other school districts with hiring staff and this will give the Arlington Public Schools an opportunity to recruit and hire more minority candidates for positions.

A joint meeting was called between the Budget Subcommittee, the Superintendent's Diversity Advisory

Committee, and the AEA to let all the groups who would be involved in this process understand the plan that we have for hiring and for trying to have an approved budget by March 15, 2009. This also was an opportunity to facilitate questions from all of the different groups and concerns that people may have. The President of the Arlington Education Association, Jacques Duranceau, was at the meeting to let the group know that there were some contractual problems with starting the hiring process earlier than usual that would need to be addressed. These problems, which are contractual, include internal transfers; specifically the date for staff to make a request for a transfer, involuntary transfers, if there was a reduction in force; those teachers may have a right to open positions, staff who are going to be let go should be notified by March as well, not towards the end of the year, and the President of the AEA stated that there may be posting problems with trying to start the hiring process earlier. These were five areas that the President of the AEA had concerns with. He specifically stated that his major concern was the fact that if there was a reduction in force, those teachers may have a right to open positions.

It is quite clear that our system is not currently designed to be able to hire people earlier, specifically in March or April. At the end of the joint meeting the next steps were that the Superintendent would work with the AEA for a new timeline on hiring. It was clear that we needed to bring closure on the concerns that were addressed for us to be successful, and if we are not successful in being able to hire earlier it would be because we failed at implementing. It was decided that the Superintendent and the School Committee would work with the Arlington Education Association to make sure that the five concerns that Mr. Duranceau had would be addressed.

The meeting was adjourned at 5:10 PM.